



# AMITY UNIVERSITY

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## UTTAR PRADESH

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Amity University Uttar Pradesh was established through “Amity University Uttar Pradesh Act, 2005” passed by the State Legislature and assented by the Governor, notified vide UP Govt. Gazette Notification.

No. 403/VII-V-I-I(Ka)/I/2005 dated 24 March 2005 and Uttar Pradesh Private Universities Act 2019 (UP. Act No. 12 of 2019) No 1451(a)/LXXIX-V-I-19-1CKa) 11-19 dated 6 Aug 2019.

Minimum Wages payable to the Unskilled, Semi-Skilled and Skilled workmen in the State of Uttar Pradesh are revised by the State Govt and implemented accordingly. AUUP adheres to the rules and regulations of UGC and UP Govt.

Attendants and Staff are the one having their protection under various welfare legislation applicable to them. e.g., Minimum Wages Act 1948, Payment of Wages act 1936, Industrial Dispute Act 1947, Employee Provident Funds and Miscellaneous Provisions Act, 1952, Employees’ State Insurance Act, 1948, Maternity Benefit Act, 1961 etc.

As a brief description as follows: -

Minimum Wages Act, 1948:

It is a statute which fixes minimum wages for various categories of employees, like unskilled, semi-skilled, skilled and different category of staff. It also defines the components of wages. Minimum wages are revised after every six months on the basis of rise and fall in consumer price index.

Payment of Wages Act, 1936:

It determines the time limit within which the salary is required to be paid to the employees. It also clarifies the deductions that may be made from the salary of an employed person and its procedure under the Act. For example: Deductions on account of Fines, Deduction for absence from duty, Deductions for recovery of advances, Deductions for recovery of loans etc.

Employee Provident Funds and Miscellaneous Provisions Act, 1952:

It is an Act to ensure compulsory savings for an employee covered under this act. and also make provisions for pension. As per this Act certain amount (presently 12%) is deducted from the salary of employee and a matching contribution is made by the employer and thus the total amount is deposited with the Employer Provident Fund

Organisation for its administration. Employer Provident Fund Organisation is a body that works under Central Government of India. The facility of taking loan is also available under this Act.

Employees' State Insurance Act, 1948:

This is an Act to provide certain benefits to employees covered under this Act. The benefits are in the nature of sickness benefits, Maternity benefits, Benefit in case of employment injury and funeral benefit. This Act has also made provisions to provide benefits in the event of permanent or partial disablement. This Act ensures benefits to the dependents of covered employees too.

General:

The University has a Union in the name of Amity University Uttar Pradesh Sharamik Union, Gautam Budh Nagar, having its affiliation with All India Central Council of Trade Unions, District Office at Mahindra Complex, Bhangel, Post: Maharishi Nagar, Noida, Gautam Budh Nagar, Uttar Pradesh. The said union is recognized by us. It may be mentioned that a 'Tripartite Settlement' was signed between the said union and Management of Amity University in the office and in presence of Dy. Labour Commissioner, Noida, in the year 2018.

In the said settlement the Base Amount of salaries of employees were determined on the basis of their (a) skills (b) year of services rendered.

All the Office Attendants are provided with summer as well as winter uniforms.

Medicclaim facility is provided to all the employees.